

Alliance for Ukraine  
Strategy for Equity and Justice  
Work Plan  
2021

**A. Building a Better Board**

1. **ACTION:** Train all board members to streamline internal communications and tracking of tasks/deliverables with software assistance from [TechSoup](#) with Google for Nonprofits and the [National Peace Corps Association \(NPCA\)](#) with SilkStart.

**Responsible Party:** Chair of Communications Committee; Board Secretary

**Timeline:** March 1st, 2021

2. **ACTION:** Recruit at least 4 new board members who are diverse in age, race/ethnicity, religion, sexual orientation, gender identity, geography, and experience and meet the current needs of the Board based on a biannual Board recruitment needs assessment

**Responsible Party:** All current Boardmembers

**Timeline:** By January 2021 Board meeting, conduct a Board recruitment needs assessment. By March 2021 Board meeting, at least 2 new members; by September 2021 Board meeting at least 2 additional members

3. **ACTION:** Publish monthly Board meeting minutes on Alliance website.

**Responsible Party:** Board Secretary

**Timeline:** Monthly, starting with the approval of the December 2020 meeting

4. **ACTION:** Host at least one virtual Member Meeting per year in order to provide updates on our work and seek member feedback and ideas for future projects.

**Responsible Party:** Chair of Membership Committee

**Timeline:** October 2021

5. **ACTION:** Host at least two virtual Town Halls per year which are open to all Ukraine RPCVs and allies. These will include at least one PC Ukraine staff member to give updates and answer questions.

**Responsible Party:** Board President

**Timeline:** Spring 2021; Fall 2021

## Prioritizing Advocacy

1. **ACTION:** Amend bylaws to create a new Equity and Social Justice Officer position on the Board and appoint a person to the role.

**Responsible Party:** Board

**Timeline:** Appointment to be made at January 2021 Board meeting.

2. **ACTION:** Maintain active involvement in the RPCVs Addressing Racism Working Group (RAR+) of the RPCV Racial Justice Initiative. Stay up to date on activities of the Peace Corps Task Force on Diversity and Inclusion and [National Peace Corps Association \(NPCA\)](#) events and discussions devoted to racial equity and social justice. Report out at all Board meetings and member newsletters.

**Responsible Party:** Equity and Social Justice Officer

**Timeline:** Ongoing

3. **ACTION:** Seek and share updates regarding the list of [Changes Necessary for the Safety of Black and POC PCVs in Ukraine](#) created by PCVs prior to the 2020 evacuation.

**Responsible Party:** Equity and Social Justice Officer

**Timeline:** Discussion with PC Ukraine on the status of the matrix will occur least quarterly. Updates will be published in the Alliance newsletter as reported.

4. **ACTION:** Raise \$1,000 in funds to sponsor two Black PCV retreats when volunteers return in country

**Responsible Party:** Chair of Finance and Fundraising Committee

**Timeline:** Start fundraising campaign January 2021, reach goal by April 2021

5. **ACTION:** Continue to collaborate with members to identify and meet future fundraising needs with a focus on equity, the safety and security of in-country volunteers, and with attention to particular needs of minority PCVs.

**Responsible Party:** Equity and Social Justice Officer; Chair of In-Country Committee

**Timeline:** Board to set fundraising priorities for 2022 by October 2021

6. **ACTION:** Maintain an ongoing relationship with PC Ukraine Diversity and Inclusion Officer, ICDEI Working Group, and other relevant PC Ukraine staff and Volunteer leaders, when Peace Corps volunteers are in-country.

**Responsible Party:** Equity and Justice Officer; Chair of In-Country Committee

**Timeline:** Ongoing, commencing when PCVs are reinstated in Ukraine

## **Incorporating Equity into Our Actions and Programming**

1. **ACTION:** The Connections Program will partner returning Volunteers with established RPCVs based on mentoring needs of the Volunteer, taking into account the unique challenges faced by RCPVs of color, LGBTQIA+ Volunteers, and those belonging to religious minorities.

**Responsible Party:** Connections Program Lead

**Timeline:** TBD depending on RPCV needs

2. **ACTION:** Establish a structure for incorporating Diversity, Equity, Accessibility and Inclusion criteria into all proposed programming by crafting a standard list of questions to consider.

**Responsible Party:** Equity and Justice Officer

**Timeline:** By June 2021 Board meeting

3. **ACTION:** Establish an Equity and Social Justice Report by the Equity and Justice Officer as a standing agenda item at all Board and Member meetings.

**Responsible Party:** Presiding Officer

**Timeline:** As of February 2021

**Discussed and approved January 12, 2021**